

SECRET

EXCOM 002-83
14 January 1983

MEMORANDUM FOR: Executive Committee Members

FROM : [REDACTED]
Executive Assistant to the DDCI

25X1

SUBJECT : Agenda for the 20 January 1983 Executive Committee
Meeting: SIS Pay

The Executive Committee will meet on Thursday, 20 January, at 1400 hours in the DCI Conference Room to consider the attached SIS pay options. The Director of Personnel developed this paper in response to employee concerns regarding the ramifications of the raising of the pay cap in December for lower level SIS employees.

25X1

Attachment

Distribution:

- 1 - DDCI
- 1 - Executive Director
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- 1 - Inspector General
- 1 - Comptroller
- 1 - General Counsel [REDACTED]
- 1 - D/Personnel w/o att
- ① - ER
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The Deputy Director
Central Intelligence Agency

Washington, D.C. 20505

Executive Registry

79-2559

8 NOV 1979

Honorable Birch Bayh, Chairman
Select Committee on Intelligence
United States Senate
Washington, D.C. 20510

Dear Mr. Chairman:

I would like to take this opportunity to report to you that the Central Intelligence Agency has inaugurated a Senior Intelligence Service as of 1 October 1979 and that this Service follows the general purposes and principles provided for in the Civil Service Reform Act of 1978.

Although CIA is exempt from the Civil Service Reform Act, we believe that the principles and concepts of the Act are sound, particularly as it relates to our senior Agency officers. Adoption by the Agency of these principles offers excellent opportunities for improving the effectiveness of the CIA senior management system by linking job performance evaluations to opportunities for performance awards and stipends based on individual excellence.

Sincerely,

Frank C. Carlucci

Distribution:

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OP/SIS/SS, [] (29 Oct 79)

REVISED: OD/Pers;rj (5 November 79)

Originator:

MARY E. FITZGERALD

Director of Personnel

STAT

The Deputy Director
Central Intelligence Agency

Washington, D.C. 20505

79-2559

8 NOV 1979

ILLEGIB

Honorable Edward P. Boland, Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

I would like to take this opportunity to report to you that the Central Intelligence Agency has inaugurated a Senior Intelligence Service as of 1 October 1979 and that this Service follows the general purposes and principles provided for in the Civil Service Reform Act of 1978.

Although CIA is exempt from the Civil Service Reform Act, we believe that the principles and concepts of the Act are sound, particularly as it relates to our senior Agency officers. Adoption by the Agency of these principles offers excellent opportunities for improving the effectiveness of the CIA senior management system by linking job performance evaluations to opportunities for performance awards and stipends based on individual excellence.

Sincerely,

Frank C. Carlucci

Frank C. Carlucci

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OP/SIS/SS/ (29 Oct 79)
REVISED: OD/Pers;rj (5 November 79)

Originator:

Garry E. F

Director of Personnel

STAT

The Deputy Director
Central Intelligence Agency



Washington, D.C. 20505

Executive Registry

79-4977

5 OCT 1979

The Honorable Alan K. Campbell
Director, Office of Personnel Management
Washington, D.C. 20415

Dear Scotty:

Pursuant to our recent conversation regarding the concepts and government-wide advantages to be derived from the Senior Executive Service feature of the Civil Service Reform Act of 1978, I am happy to report that as of 1 October 1979 the Central Intelligence Agency has inaugurated a Senior Intelligence Service (SIS). Our Agency SIS system follows the general purposes and principles outlined in the Senior Executive Service program.

Although CIA is exempt from the Civil Service Reform Act, we believe that the principles and concepts of the Act are sound. Adoption by the Agency of these principles offers excellent prospects for improving the effectiveness of our senior management system particularly by linking job performance evaluations to determinations of basic salaries and opportunities for additional performance compensation based on excellence.

Sincerely,

/s/ Frank C. Carlucci

Frank C. Carlucci

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D/Pers/HEFitzwater:rj (4 Oct 79)

Originator:

Harry E. Fitzwater

Director of Personnel

4 OCT 1979

The Deputy Director
Central Intelligence Agency



Washington, D.C. 20505

Executive Registry

79-4977

5 OCT 1979

The Honorable James T. McIntyre, Jr.
Director, Office of Management and Budget
Washington, D.C. 20503

Dear Jim:

I would like to take this opportunity to advise you that as of 1 October 1979 the Central Intelligence Agency has inaugurated a Senior Intelligence Service that follows the general purposes and principles outlined in the Senior Executive Service feature of the Civil Service Reform Act of 1978.

Although CIA is exempt from the Civil Service Reform Act, we believe that the principles and concepts of the Act are sound. Adoption by the Agency of these principles offers excellent prospects for improving the effectiveness of our senior management system particularly by linking job performance evaluations to determinations of basic salaries and opportunities for additional performance compensation based on excellence.

Sincerely,

/s/ Frank C. Carlucci

Frank C. Carlucci

Distribution:

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- 1 - ER 1 - DDA
- 1 - D/Pers (w/held)
- 1 - D/Pers Subject File
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- 1 - HEF Chrono

D/Pers/HEFitzwater:rj (4 Oct 79)

Originator:

Henry E. Fitzwater

Director of Personnel

4 OCT 1979

OGC 83-00174
7 January 1983

ATTACHMENT

B
Form 163a
8-66

MEMORANDUM FOR: General Counsel

FROM:

Chief, Administrative Law Division, OGC

STAT

SUBJECT: Senior Intelligence Service (SIS) Pay

1. This is in response to your question as to whether the Agency has the authority to revise the Agency's pay structure so that employees at the upper steps of a GS-15, some of whom may not be considered suitable for promotion to the SIS ranks, are not paid at a higher rate than employees in the SIS.

2. Although up to this point the Agency has followed the General Schedule and Senior Executive Service (SES) pay rates, its authority to establish its own pay schedule is beyond legal argument. The Agency has its own authority to set pay rates notwithstanding other laws pursuant to Section 8 of the CIA Act of 1949, as amended. In recognition of this authority the Agency was granted an exemption from the Classification Act of 1949 and the Civil Service Reform Act of 1978. More specifically, the Agency is not covered by the SES system but, pursuant to its Section 8 authority, has set up its own senior service. When the Agency set up the SIS system it deviated in many respects from the SES system and no commitments were made to the Congress that changes in the rates of pay of SIS and SES necessarily would be linked.

3. Given the Agency's authority as described above, if senior management determines that compensation for the SIS cadre should be set at a rate higher than that available to the GS-15, the Agency could take appropriate action to restructure SIS pay. It should be noted that the Agency currently grants pay retention to employees at GS-15 steps 7 through 10 promoted into the SIS. Thus, there would also be a disparity in pay between current SIS members and those newly promoted into the SIS. There are at least three possible approaches to reconciling GS-15 and SIS pay rates.

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